

Together Middlesbrough & Cleveland

Child Protection and Vulnerable Adult Safeguarding Policy

Introduction

Safeguarding children, young people and vulnerable adults is the responsibility of everyone.

As a Church based organisation we have linked our policy to those of the other National Church Bodies and Together Networks. Using this information and building upon it, this policy provides (when used alongside the additional guidance and safeguarding resources) provide additional procedures and examples of good practice, so that those authorised volunteers, employees and partner organisations, can properly and with confidence engage with children and adults.

Definitions and scope

A Child is defined as anyone under the age of 18 years of age who by definition is in need of protection and support.

A Vulnerable Adult is defined as anyone over the age of 18 who is “In need of support or who is at risk of harm”.

Our aim is to create a culture of informed vigilance by all sharing the responsibility but having clear roles and responsibilities when dealing with safeguarding. We believe it is people who protect, not procedures.

We are required to have in place arrangements which include:

- Procedures to identify, respond to and report concerns;
- Codes of safe practice;
- Safe recruitment procedures.

Our Guiding Principles

To guide all elements of safeguarding activity delivered by those with whom we work we will:

- Provide pastoral care which is respectful and informed;
- Provide timely safeguarding actions;
- Respect confidentiality;
- Identify and manage risk;
- Discharge our duties at the highest level of Christian behaviour;

- Actively commit to the promotion of a safe church community.

Statement of Policy and Principles

- Together Middlesbrough and Cleveland is committed to, and will champion, the safeguarding of the vulnerable both in society as a whole, and in its own community.
- We believe that safe expressions of care to all underpins the love and welcome of God for all people;
- Together Middlesbrough and Cleveland is committed to the protection, safeguarding, care and nurture of all children and adults within its activities;
- Together Middlesbrough and Cleveland will carefully select and train all staff and volunteers who work with children and young people, using the Disclosure and Barring Service (DBS) and the highest quality safe recruitment practices, to check the background of each person;
- Together Middlesbrough and Cleveland will expect anyone who works with children and young people and vulnerable adults to engage with the training; to their particular role/position etc (renewal of which should be 3 yearly);
- Together Middlesbrough and Cleveland will respond without delay to every complaint or allegation made that a child or young person is at risk of, or has suffered, harm;
- Together Middlesbrough and Cleveland will fully cooperate with statutory agencies during any investigation they make into allegations of abuse or neglect concerning a member of the church community;
- We will work in conjunction with the Diocesan Safeguarding Advisor and will, where necessary, draw in additional support from the Churches Child Protection Advisory Service (CCPAS);
- Together Middlesbrough and Cleveland will appoint a Trustee to be the point of contact for Safeguarding complaints or allegations and to co-ordinate the safeguarding response;
- We are committed to the support of those who have been abused and to listening to the voices of survivors, who can help us to learn lessons from the past;
- Together Middlesbrough and Cleveland will care for and supervise any member of our staff or volunteers known to have offended against a child, working alongside statutory agencies as appropriate, via -
 - Risk Assessment responses,
 - Safeguarding Agreement/contract,

-Supports of the individual and restrictions as considered appropriate (as may be agreed with external services and partners).

- Together Middlesbrough and Cleveland recognises in all its work that the welfare of children is paramount, and that vulnerable adults have a right to be safeguarded and supported;
- For specific safeguarding guidance and advice please refer to the employee handbook.

Code of Safer Working Practice

This code is provided for all those who work or volunteer with children, young people or vulnerable adults. The code provides clear advice on appropriate and safe behaviours which promote safe practice. It assists those working with children and vulnerable adults to monitor their own standards and practice by setting expected boundaries of behaviour.

These guidelines serve to reduce the possibilities of positions of trust being abused and false accusations made.

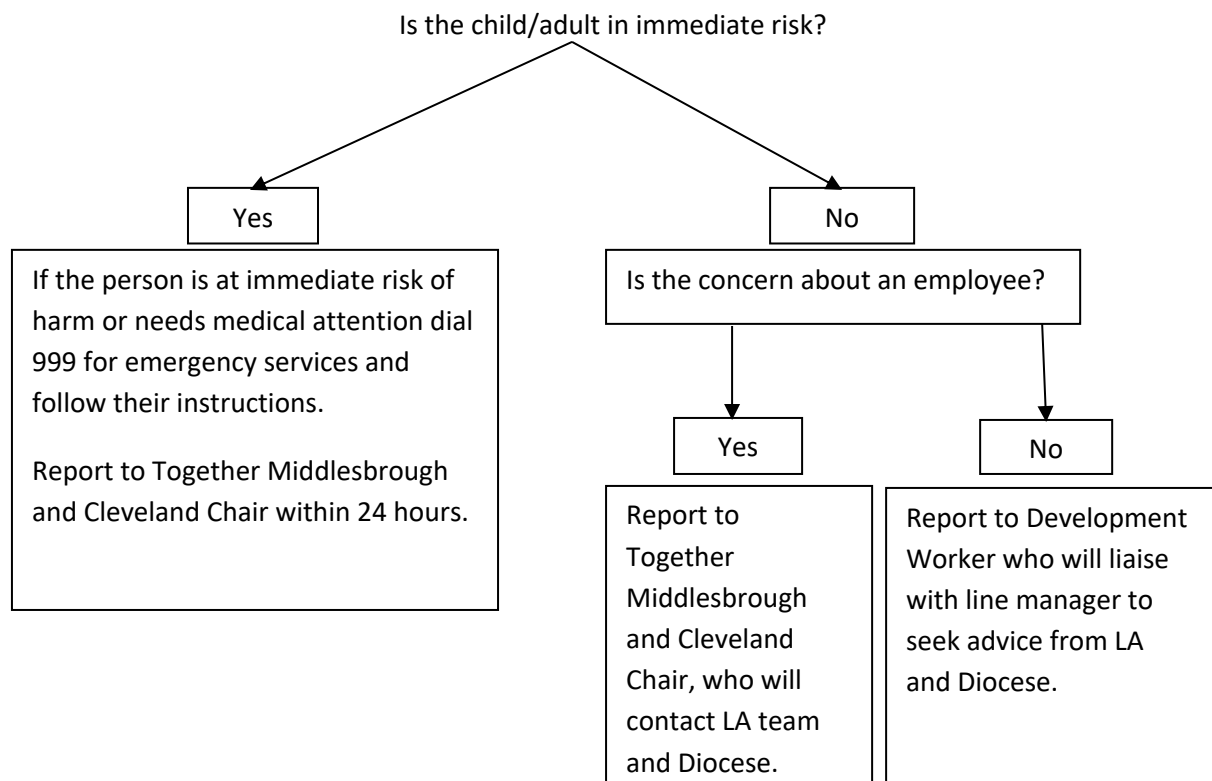
- Treat all children, young people and vulnerable adults with respect and dignity, use language, body language and a tone of voice which is respectful;
- Where appropriate, involve children, young people and vulnerable adults in the planning and running of the activities offered;
- Use active, transparent communication to aid the development of a community where workers, children and vulnerable adults are allowed to discuss inappropriate attitudes and behaviours in each other;
- Avoid being alone with a child where possible to protect all involved in the activity;
- Ensure everyone knows to whom they can share concerns with; promote the role of the church safeguarding officer and their contact details;
- Never use illicit substances, alcohol or abuse prescription medication when responsible for a child or vulnerable adult;
- Keep physical contact to the needs of the activity, if touch is required always check with the person first. Never use rough play, sexually provocative words or games or any form of punishment;
- Obtain consent for photographs/video to be taken, shown or displayed;
- Never scapegoat, ridicule or reject a child, young person or adult, or allow others to do;

- Never show favouritism to, or single out anyone or group for more of your attention;
- Never give lifts to children or young people on their own or allow unknown adult's access to children;
- Never share sleeping accommodation with children or invite them to your home alone;
- Always operate within the Diocesan principles, procedures and guidelines, clarifying these when unsure.

Procedure

Concerns about children, young people and vulnerable adults will be responded to according to our procedures, recognising the sensitivity it may hold for those involved. Where there is a concern, this should be reported to the appropriate person, Development worker or nominated Board member, or advice sought from the Diocesan Safeguarding Advisor within 24 hours of the concern being raised.

Safeguarding Concern Flow chart



Our Responsibilities

We have:

- Provided a structure to manage safeguarding;
- Provided a code of 'Safer Working Practice' for all employees and volunteers to follow;
- Ensured safeguarding training and development opportunities are available to all;
- Ensured a proper flow of safeguarding information;
- Promoted good practice in safeguarding, including record keeping, risk assessment and responding to complaints;
- Included the monitoring of safeguarding in partner organisations;
- Provided access to the Disclosure and Barring Service (DBS) for paid workers and volunteers who need to obtain disclosures or to have their registration with the DBS checked.

Partner Responsibilities

Partners with whom we work have a key role within our worshipping communities. Their influence and good management of safeguarding is fundamental in keeping all within their area of work safe. Each partner should therefore:

- Have their own policy in place, which should be submitted to Together Middlesbrough and Cleveland on request: or
- Formally adopt and implement the policy of Together Middlesbrough and Cleveland and the associated procedures and guidance provided by the Diocese;
- Sign, date and implement the agreement on the back page; and
- Ensure that all those authorised to work with children (paid and voluntary) are appropriately recruited according to safer recruitment practices and are trained and supported;
- Ensure that there is appropriate insurance cover for all activities which involve children and vulnerable adults and that appropriate risk assessments are completed for all activities.

Safeguarding Training

Appropriate Safeguarding training will be made available to employees and volunteers through the Diocese of York.

Selecting, Recruiting and Supporting Employees and Volunteers

Safer recruitment practices form part of a network of checks and balances which will minimise the possibility of appointment inappropriate individuals to work with vulnerable groups.

Each appointment to both paid and voluntary posts should be subject to a recruitment process, vetting checks and a mandatory six-month probationary period. For full details of our recruitment process please refer to our *Recruitment and Selection* policy.

Children (under the age of 18) wishing to volunteer must never be left alone with responsibility for a child/group of children or vulnerable adult(s) and should be supervised at all times. Safer Recruitment principles should still be applied and one of the references must be provided by their head teacher/Head of Year. They must also count as a child in any ratios of adults to children when involved in children's work.

Review of this Policy

Together Middlesbrough and Cleveland will work to ensure that this policy is reviewed annually and updated as required.

Last reviewed February 2017.

Safeguarding Policy Statement

Name of Organisation

Every person has a value and dignity which comes directly from the creation of people in God's own image and likeness. Christians see this potential as fulfilled by God's re-creation of us in Christ. This implies a duty to value all people as bearing the image of God and therefore to protect them from harm.

- We accept and endorse the principles set out in Together Middlesbrough and Cleveland Safeguarding Policy.
- We commit ourselves to nurture, protect and safeguard all our members, particularly children, young people and vulnerable adults.
- We recognise that safeguarding is the responsibility of the whole church community.
- We undertake to exercise proper care in the selection, appointment, training and support of those working in both paid and voluntary positions with children or vulnerable adults, including the use of Disclosure and Barring Service (DBS) disclosures and making appropriate referrals to the DBS.
- We will respond without delay to concerns or allegations that a child or vulnerable adult may have been harmed, cooperating with the police and social care services in any investigation.
- We will challenge any abuse of power by anyone in a position of trust.
- We will seek to offer pastoral care and support to anyone who has suffered abuse, developing with them appropriate pastoral support.
- We will seek to offer pastoral care and support, including supervision and referral to the proper authorities, to any member of our church community known to have offended against a child, young person or vulnerable adult.

Signed

On behalf of

Date

Agreed February 2017